



HRlink

Inspiring workplace excellence

March 2023

News



Work Life Balance Bill passes all stages of the Oireachtas

The Work Life Balance and Miscellaneous Provisions Bill 2022 has passed all Stages in the Oireachtas. The Bill provides for the introduction of a legal right to request remote working along with measures to improve family-friendly work practices and paid leave for victims of domestic violence. The Bill requires signing by the President for enactment, and then commencement order(s). It also requires a Code of Practice on Remote Working to be published by the WRC and guidance for employers in relation to the proposed domestic violence leave before the Act will be enforceable in its entirety.

[Read more](#)



Nichola Harkin, Head of
Employment Law Services, Ibec

EU Pay Transparency Directive close to adoption

Key elements of the Directive include requiring employers to provide information about pay levels or range in job adverts for before interview stage. Employers will also be precluded from asking applicants about their pay history. In addition, once employment has commenced, employees will be entitled to access information about average pay levels, broken down by gender for employees doing work of equal value.

[Member only content](#)



Central Bank launches three-month consultation process on key aspects of the Individual Accountability Framework

The Central Bank's recently commenced Individual Accountability Framework (IAF) Act 2023 will put individual accountability at the centre of decision making in financial services firms. Key aspects of the framework include the Senior Executive Accountability Framework (SEAR), the Conduct Standards and certain aspects of the enhancements to the Fitness & Probity regime.

[Member only content](#)



Ibec Shift Work Survey 2023

The Ibec shift work survey questionnaire 2023 is currently examining shift cycle patterns and premia in operation in Ireland across all business sectors. This is one of the most comprehensive surveys of its kind and we are asking Ibec members to complete the survey where applicable. In partnership with Amárach Research, the Ibec survey unit released this survey to all relevant HR contacts on 14 March with a follow up reminder issued on 28 March. If you are interested in participating in this survey, and have not received a link, please contact our research unit at research@ibec.ie



Minister announces temporary change to BIK regime in Finance Bill 2023

There were significant changes introduced in January 2023 to the calculation of BIK for company vehicles. The move to a new CO2 based calculation for petrol and diesel cars resulted in a significant increase in BIK for many drivers. However, a second round of changes to the BIK rules for company vehicles in 2023 was announced in recent weeks by the Minister for Finance. These temporary measures aim to reduce the tax liabilities for drivers of company vehicles in the current climate of high inflation.

[Member only content](#)



Data Protection Commissioner publishes 2022 Annual Report

The Data Protection Commission earlier this month published its annual report for 2022. The publication indicates that the commission applied fines of over €1bn last year as its investigations under GDPR gathered pace. The regulator also processed almost 9,400 new cases from individuals in 2022. A number of the case studies in the report provide a helpful learning tool for employers in relation to subject access requests.

[Member only content](#)



DETE invites industry representatives and stakeholders to register their interest in review of employment permits occupations lists

The Department of Enterprise Trade and Employment is to launch a new public/stakeholder consultation process and invite submissions on the nature and extent of skills shortages. This is the latest in a series of periodic evidence-based reviews aimed at maintaining the relevance of the employment permits occupational lists.

[Read more](#)



Ireland features in top 10 countries in the EU27 for female board representation

Figures published in recent weeks by the Balance for Better Business Review Group show that listed companies here have on average 32 percent female representation at board level. However, the figures also point to slower progress in achieving gender balance at senior leadership levels of Irish business.

[Read more](#)



Employers and unions reiterate commitment to eliminating racism in the workplace

To mark the International Day for the Elimination of Racial Discrimination on 21 March, the Irish Congress of Trade Unions and Ibec released a joint statement recommitting themselves to the elimination of racism and discrimination in the workplace. Noting that significant progress has been made through equality legislation, the statement says more work can be done to embed diversity, equality and inclusion.

[Read more](#)

Spotlight article



Aoife McFadden, Senior Employment Law Solicitor, Ibec, will be joined by Des Ryan B.L at the Ibec Employment Law Conference to discuss longer working lives and retirement age

Retirement Age FAQs

Ibec has prepared guidance from the frequently asked questions received from members on the use and enforcement of mandatory retirement ages which has become an increasingly difficult area to manage for employers. At the 2023 Ibec Employment Law Conference, *“The age of change – keeping pace with increasing regulation of the employment relationship”* our team of expert speakers, will provide practical guidance and advice on these changes and more.

[Member only content](#)

Case Law



Employer not required to pay in lieu of notice after job offer revoked

In his claim before the Workplace Relations Commission, a worker had argued that the company that made the job offer was in breach of contract and failed to pay in lieu of notice when he had been dismissed before the contract start date.

[Member only content](#)



WRC finds that hastily accepted resignation was unfair dismissal

A recent case before the WRC reaffirms that where an employer acts too hastily in accepting a resignation, they may be at risk of an unfair dismissal claim.

[Member only content](#)



Speed camera operators' claims that they were denied rest breaks during shift rejected by WRC

Four speed van operators who claimed they were unlawfully denied their statutory minimum rest breaks during their shift because they need to constantly monitor their camera systems have lost their claims at the Workplace Relations Commission.

[Member only content](#)

Human Resource News



Journey to Parenthood Survey

The journey to parenthood can be more challenging for some and with the levels of infertility, miscarriage and surrogacy occurring across our society, employers can expect that some staff members may experience these events also. Further information can be accessed [here](#). We invite you to [complete this short Ibec questionnaire](#) to help us understand the prevalence and the types of supports that are offered to employees on the journey to parenthood.



Working Holiday Authorisation Guidance

Reciprocal agreements exist between Ireland and a number of other countries in respect of a scheme to facilitate young people who want to take up a working holiday arrangement in a particular country. Depending on the country of origin, the rules regarding the permission itself and the application vary.

[Member only content](#)



Milford Care Centre first Healthcare Service Provider of their kind to get KeepWell Mark

Milford Care Centre has achieved The KeepWell Mark, making it the first healthcare service provider of their kind to achieve this standard. The entire Milford Care Centre team has shown remarkable commitment to raising and maintaining our high standards in employee wellbeing and health & safety. Congratulations to all the team.

[Read more about the KeepWell Mark](#)

Industrial Relations



WRC publishes new multi-lingual guides to their services

The Workplace Relations Commission (WRC) has published the first set in what will be a series of short multi-lingual animations to assist users of its services. The guides cover a range of issues from how to make a complaint, what happens during an adjudication hearing and promoting dignity in the workplace.

[Read more](#)

Health & Safety



Occupational Safety and Health Update March 2023

Use of Safety representatives in the workplace, Long Covid together with the latest Department of Foreign Affairs travel advice on the dangers and requirements associated with travelling to other jurisdictions all feature in our OSH update this month.

[Member only content](#)



Looking for a convenient way to keep up-to-date on the very latest Irish and EU EHS legislation?

The Ibec EHS Legislation Hub is a subscription based, self-service product which saves you time and additional compliance costs by helping you to stay up to date and compliant with EHS legislation. Trusted by your peers, our team of experts continuously monitor developments in EHS legislation at local, national and international levels. Benefit from a monthly legislation update straight to your inbox.

[Read more](#)

Upcoming Events



Maeve McElwee, Director of Employer Relations, Ibec, speaking at the Ibec Employment Law Conference 2022

Ibec Employment Law Conference 2023

We are delighted to announce the title of the Ibec Employment Law Conference 2023: *The age of change – keeping pace with increasing regulation of the employment relationship*. At this year's conference, Ibec experts will provide employers with invaluable insights and practical advice on how to keep up with regulation around areas such as statutory sick pay, work life balance, probation, whistleblowing, equality in the workplace and more. We are delighted to host this conference in person once again and we encourage you to join us at the new Royal Dublin Convention Centre on 20 April. [Book now](#) to secure your place.



KC Connect in 15 webinars

On 18 April, Employer Relations Executive Jessica O'Mullane, will present a KC Connect in 15 webinar on unauthorised absence. The webinar will give an overview of the possible causes for such absences and the practical steps an employer can take to both mitigate and address cases of unauthorised absence in the workplace. Sign up to this webinar [here](#). Don't forget, all our previous KC Connect in 15 webinars are available on the [playback page](#) of the Ibec website.



Countdown to National Workplace Wellbeing Day 2023

Ibec is calling on employers across the country to sign up for Ireland's **9th National Workplace Wellbeing Day on Friday, 28 April 2023**. Thousands of employers have already participated in this annual campaign, which aims to improve employee wellbeing by promoting social, mental, and physical wellbeing in the workplace. Workplace Wellbeing Day offers companies a unique opportunity to celebrate and showcase all the activities that they are putting in place for their employees throughout the year.

[Find out how to get involved](#)

Upcoming Training



CPD Certificate in Managing Diversity and Inclusion in the Workplace

This programme will help build knowledge and skills when creating an organisational culture that delivers on the positive benefits of diversity and inclusion. The programme is for Managers, HR Managers and D&I professionals tasked with, or committed to driving diversity and inclusion in their organisations.

[Read more](#)



CPD Diploma in Human Resource Management

Advance your career path in human resource management. This programme will give you a comprehensive knowledge and practical understanding of the whole area of HRM, ensuring both competence and confidence.

[Read more](#)

Contact us, it's always great to hear from you

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